

DFID DISABILITY INCLUSION STRATEGY DELIVERY PLAN

STRATEGIC PILLAR 1: INCLUSIVE EDUCATION

Outcome: Improved learning outcomes for children with disabilities from interventions and research investments. **We will:**

DELIVERABLE 1 | Improve implementation to ensure that policy translates into action

ACTIONS	LEAD DEPT.	DEADLINE
Support partner governments to deliver on their inclusive education commitments, particularly those made at GDS18 (Ethiopia, Rwanda, Pakistan, Tanzania, Bangladesh, Uganda and Jordan)	ISD/CYED/ Country Offices	2023
Support countries to embed disability inclusion and gender across education programmes, including through improved data collection and analysis, education sector plans, capacity building, teacher training, and evidence on scalable solutions	CYED/ Country Offices	2023
Include a focus on mental health and psychosocial support and sexual and gender based violence in school violence campaigns e.g. 'Safe to Learn'	CYED	2019

DELIVERABLE 2 | Deliver targeted interventions to increase the number of children with disabilities accessing education, and improve learning outcomes

ACTIONS	LEAD DEPT.	DEADLINE
Reach up to 18,000 girls with disabilities, through the Leave No Girl Behind strand of the Girls Education Challenge programme	CYED	2023
Deliver targeted interventions: train 12,000 primary school teachers in Rwanda; transform and establish 687 new Inclusive Education Resource Centres (IERCs) across Ethiopia by 2022; support over 3,000 children with disabilities and the government to support over 35,000 children with more severe disabilities in Punjab; support provision of deaf education in Sindh province	Country Offices	2023

DELIVERABLE 3 | Catalyse the will, tools and resources to realise inclusive education

ACTIONS	LEAD DEPT.	DEADLINE
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Support countries to build their capacity to deliver comprehensive and cost-effective interventions through the new global Inclusive Education Initiative, including accessibility and affordability of learning aids and other assistive devices	CYED/ Country Offices	2022
Invest in research on what works to improve learning outcomes for highly marginalised children, especially with disabilities and those in conflict, focusing on the link with mental health and psychosocial support	RED/ ISD/ CYED	2023
Invest in key tools for more effective planning and implementation of inclusive education , including in Uganda and Pakistan	CYED/ Country Offices	2023
Ensure new funding includes targets towards the publication of inclusive education data by the UNESCO Institute of Statistics. New funding to support the Global Education Monitoring Report to focus on inclusion in 2020.	CYED	2020
Influence key partners , such as GPE, to fund and support better policy-making and support for children with disabilities	CYED	2023

STRATEGIC PILLAR 2: SOCIAL PROTECTION

*Outcome: Better outcomes for people with disabilities and their families from more inclusive social protection systems. **We will:***

DELIVERABLE 1 <i>Support the delivery of more disability-inclusive social protection policies, programmes and systems</i>		
ACTIONS	LEAD DEPT.	DEADLINE
Support governments to make their social protection policies, strategies, programmes and systems more disability inclusive including delivering against commitments made at GDS18 (including consideration of intersecting vulnerabilities such as gender) through assessment, systems strengthening and pilot-testing e.g. including piloting a disability top-up under the senior citizens grant in Uganda; and disability grants for households with members with extreme disability in Burma	Country Offices/ ISD	2023
Strengthen the capability of governments, disabled persons organisations, other civil society organisations and development partners to engage effectively on disability and social protection in developing countries	Country offices	2023
Support governments to strengthen the linkages between social protection and other services and interventions , to improve the economic opportunities and wellbeing of people with disabilities, and protect their livelihoods ahead or during crises, e.g. assessment and referrals to additional services in Uganda	Country Offices	2023
Support the development of disability-specific social protection tools and guidance and the mainstreaming of disability in general social protection tools and guidance	ISD/ Country Offices	2022

Place a greater focus on mental health and psychosocial support in social protection policy and programming	ISD/ Country Offices	2023
Conduct awareness raising and other activities to address stigma and tackle discriminatory attitudes and behaviour in social protection programmes and institutions, so that social protection systems are more inclusive of people with disabilities	Country Offices	2023

DELIVERABLE 2 <i>Push for greater global and national focus on and investment in disability-inclusive social protection</i>		
ACTIONS	LEAD DEPT.	DEADLINE
Galvanise greater attention on and support to disability inclusive social protection , and those facing multiple forms of discrimination and exclusion (e.g. women and girls with disabilities), through working collaboratively with governments, DPOs and representative groups and other development partners	ISD/ Country Offices	2023
Work with the World Bank to strengthen disability inclusion and consideration of multiple forms of stigma and discrimination, in their social protection operations e.g. through the Rapid Social Response Multi-Donor Trust Fund	ISD	2022
Increase consultation with people with disabilities and their representative organisations in social protection policy and programming, including in monitoring and accountability	Country Offices/ ISD	2023

DELIVERABLE 3 <i>Strengthen the evidence base on inclusive social protection and promote the systematic collection and use of disaggregated data</i>		
ACTIONS	LEAD DEPT.	DEADLINE
Invest in research to better understand barriers to disability-inclusion in social protection systems and what works to improve outcomes for people with disabilities and their families including on stigma and discrimination and mental health, and share lessons in DFID and externally	ISD/ RED/ Country Offices	2023
Review how to make social information systems more disability-inclusive and gender responsive and share lessons and good practice	ISD	2020
Strengthen integration of disability in social protection programme evaluations , including mental health, and develop core evaluation questions	ISD	2020
Encourage and support governments and partners to integrate the Washington Group Questions into social protection information and monitoring and evaluation systems and improve reporting and use of disaggregated data eg in Pakistan, Ethiopia and Bangladesh.	Country Offices	2020

STRATEGIC PILLAR 3: ECONOMIC EMPOWERMENT

Outcome: Increased employment, financial independence, satisfaction and well-being of people with disabilities. ***We will:***

DELIVERABLE 1 | Address attitudinal barriers to economic empowerment

ACTIONS	LEAD DEPT.	DEADLINE
Build disability inclusive environments in the workplace through the Ethical Trade Initiatives Disability Base Code Guide and DFID programming in Ethiopia, Ghana and Zambia	PSD/ Country Offices	2023
Support countries' delivery of GDS18 commitments, in partnership with DPOs and representative groups, and in their efforts to address violence and reform discriminatory practices and policy and support Commonwealth countries seeking reform to address violence and discrimination against people with disabilities	ISD/ FCO	2023
Improve access to financial services for people with disabilities including in Afghanistan (agriculture supply chains), Uganda, Zambia and Nepal (financial sector) and in Burma and Ghana (innovative micro-finance and agricultural support) and support modernisation of payment infrastructure	Country Offices	2023
Develop diagnostic tools for stronger measurement and analysis of how growth affects poverty levels amongst people with disabilities	GRD	2020

DELIVERABLE 2 | Enhance economic and social participation

ACTIONS	LEAD DEPT.	DEADLINE
Work proactively with CDC and IFC to develop a good practice note on disability inclusion linked to the IFC performance standards.	PSD	2019
Address disability inclusion and women's economic empowerment with a twin track approach , including strengthening the involvement of women with disabilities in value chains through 'work and opportunities for women' and in country offices such as Uganda	ISD/ GRD/ Country Offices	2023
Support people to develop skills for decent work: including in Ethiopia, India, Nepal and the Caribbean	Country Offices	2023
Support people with disabilities access jobs and livelihoods across six countries , through the £37m Disability Inclusive Development programme enabling up to 45,000 people to increase their incomes whilst learning from and disseminating what works	ISD/RED	2023
Reach people with disabilities to access jobs and livelihoods in Kenya and Bangladesh through the UK Aid Connect window on disability inclusion	ISD	

Scale up access to jobs and livelihoods in the manufacturing sector in selected countries in Africa through the flagship £100m 'Invest Africa' programme	GRD/ Country Offices	2023
Forge and develop innovative partnerships with the private sector e.g. the new strategic partnership with the Government of Kenya and a small group of leading businesses	ISD/ Country Offices	2019
Introduce and sponsor a new award category into the Financial Times/IFC Transformational Business Awards	ISD	2019

DELIVERABLE 3 <i>Promote accessibility and usability</i>		
ACTIONS	LEAD DEPT.	DEADLINE
Invest in and strengthen our approach to disability-inclusive infrastructure through the Infrastructure and Cities for Economic Development programme and in Uganda (infrastructure work under Trade Mark East), Nepal (schools, police), India (city planning and services), overseas territories	GRD/ Country Offices	2023
Embed universal design into relevant programming by ensuring buildings, products and environments consider people with disabilities from the start e.g. in DFID India's work on urban development, financial services, and innovations around assistive technologies	GRD/ Country Offices	2023
Provide bilateral technical assistance to assist improvements in the design and implementation of disability inclusive infrastructure through DFID's infrastructure programming	GRD	2023
Commission a review on the Private Infrastructure Development Group's approach to disability inclusion	PSD	2020

STRATEGIC PILLAR 4: HUMANITARIAN RESPONSE

Outcome: More inclusive humanitarian response efforts. **We will:**

DELIVERABLE 1

Promote the routine, systematic collection and use of disaggregated data, and improve the evidence base

ACTIONS	LEAD DEPT.	DEADLINE
Support agencies to collect and use more and better data and encourage agencies to use tested tools such as the Washington Group questions to disaggregate data	CHASE/ Country Offices	2023
Build the capabilities of humanitarian actors to collect quality data , producing open-access free e-learning, training guides, and training sessions on using the Washington Group questions in humanitarian settings	ISD	2019
Influence UN humanitarian agencies to be more disability inclusive through core funding including a payment by results indicator on disability data collection. By 2021 we will expect Humanitarian Response Plans to routinely disaggregate data on disability, and apply this learning to programming	CHASE	2021
Build the evidence base by trialling and reviewing new innovations in humanitarian settings , scaling up those that work, through the new Disability Inclusive Development programme	ISD/ RED	2023
Strengthen and scale innovation as part of a £5m disability inclusion fund supporting innovation in emergencies and protracted crises	RED	2023

DELIVERABLE 2

Strive for equitable access in basic service provision

ACTIONS	LEAD DEPT.	DEADLINE
Review DFID's humanitarian portfolio to identify best practice in programming, draw links between disability inclusion and other marginalised groups and inform future programming approaches. Pilot initially in Nigeria.	ISD/DFID Nigeria	2020
Periodically review emergency relief delivery mechanisms and processes to ensure they are appropriate and accessible for all individuals, carefully monitoring how our stockpile items are used and implementing lessons learned	CHASE	2023
Develop new guidance on how to best deliver a fully inclusive humanitarian response effort , providing evidence and best practices from existing programmes and research undertaken by our Country Offices, starting with DFID Syria	DFID Syria/ ISD	2019
Align approaches to inclusion across groups facing different vulnerabilities (e.g. gender, youth, older persons etc) including through a new internal Inclusion Working Group, guidance notes, training, and bespoke support	ISD	2023

DELIVERABLE 3 | *Place a greater focus on mental health and psychosocial support*

ACTIONS	LEAD DEPT.	DEADLINE
Convene a permanent donor group to strengthen coordinated action for mental health and psychosocial support in humanitarian settings	CYED	2019
Scale up inclusive and accessible mental health and psychosocial support in bilateral and multilateral education in emergencies programming	CYED	2023
Increase focus on mental health and psychosocial support in programming such as our country office programming in Syria (education), Jordan (support to refugees), Turkey (psychosocial support) and the occupied Palestinian territories	Country Offices	2023

DELIVERABLE 4 | *Advocate for the safety and protection of people with disabilities*

ACTIONS	LEAD DEPT.	DEADLINE
Influence UN agencies to make progress on needs assessments, humanitarian country team protection strategies and accountability to affected populations through our core funding payment by results indicators	CHASE	2021
Request agencies for specific details on how the needs of all people with disabilities have been considered from all those applying for bilateral humanitarian funding, including what the barriers to accessing services might be (including through our Rapid Response Facility)	CHASE/ Country Offices	2023
Encourage our partners to adhere to key standards on protection , including the Inter-Agency Standing Committee guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, which provides specific guidance on the protection of people with disabilities	CHASE/ Country Offices	2023
Ensure that specialised services for people with disabilities are delivered and are accountable to people living with disabilities through the Humanitarian Global Service business case, Humanitarian 2 Humanitarian network ¹ , and by working with specialised partners	CHASE	2023

¹ H2H membership: <https://www.h2hworks.org/directory/h2h-member-organisations>

Include an accredited spinal injury cell in the UK Emergency Medical Team. This will further strengthen the provision of assistance to people with disabilities post disaster and in follow-up treatment	CHASE	2019
Push for accountability mechanisms to include the specific needs of people with disabilities , encouraging the leadership and engagement from local DPOs and people with disabilities, Human Rights councils and other accountability mechanisms	Country Offices	2023
New programming focussed on protection of refugees and host communities, such as in Jordan where our Humanitarian Protection for Vulnerable Refugees and Host Communities programme (2018-2020) provides MHPSS support, cash for protection and psychosocial services for 2980 patients [tbc]	Country Offices	2020

DELIVERABLE 5

Push for disability inclusion to be an integral component of broader humanitarian system reform

ACTIONS	LEAD DEPT.	DEADLINE
Endorse roll-out of the new Inter-Agency Standing Committee guidelines on disability inclusion , providing training, satellite products, and requiring it of partners and ensure that the Humanitarian Inclusion Standards are used by partners to mainstream disability inclusion	CHASE, Country Offices	2023
Introduce a new section on inclusion of people with disabilities into our reporting frameworks for partners to report on. This will be tested out first in DFID Syria programming	DFID Syria	2019
Trial the inclusion of a minimum standard on mainstreaming inclusion of people with disabilities , with a DFID funded programme in DFID Syria. Partners will be required to report against these standards as part of their quarterly and annual reviews	DFID Syria	2019
Support efforts by our UN and NGO partners to deliver on their commitments at GDS18 , drawing on our strategic partnerships, management committees, donor groups, and annual Strategic Dialogues.	ISD/CHASE	2019 (first review due)
Support the UN System Wide Action Plan to be fully integrated into the humanitarian response effort, including through discussion in strategic dialogues.	CHASE/ISD	2023
Increase the number of inclusion experts on our database of humanitarian contractors, which we can draw on for additional, expert advice and support, and review DFID's capacity and expertise on inclusive humanitarian action, ensuring we have the capability to deliver.	CHASE/ISD	2020
Provide expert support to DFID country teams on inclusion and disability programming in humanitarian contexts through our funding to Humanity and Inclusion (HI).	CHASE	2023

CROSS-CUTTING THEMES

*Outcome: Reduced stigma and discrimination, improved outcomes for women and girls with disabilities and more people reached with essential assistive technology. **We will:***

DELIVERABLE

Tackle stigma and discrimination, support women and girls through targeted interventions and improve affordability and accessibility of assistive technology.

ACTIONS	LEAD DEPT.	DEADLINE
Tackle stigma and discrimination by: supporting full participation and leadership of people with disabilities; transforming harmful stereotypes and behaviours; and ensuring policies, structures and resources in place to counter discrimination. This includes through our work leading innovation on stigma and discrimination within the Disability Inclusive Development programme.	All Units	2023
Support women and girls with disabilities through targeted interventions such as the UN Trust Fund for the Prevention of Violence against Women and Girls and 'What Works' to Prevent Violence Against Women and Girls programme, as well as integrated approaches	ISD	2020
Improve affordability and accessibility of assistive technology through the 'AT2030' and 'ATscale' partnership programmes by improving evidence of what works, opening market access and service delivery innovation	RED/ GFD/ ISD	2023

ADDITIONAL WORK AREA: MENTAL HEALTH

*Outcome: We will step up as a global leader on mental health and support and enable the full rights, inclusion and empowerment of people with mental health conditions and psychosocial disabilities. **We will:***

DELIVERABLE

Deepen understanding and increase delivery for better mental health outcomes across programmes and policy

ACTIONS	LEAD DEPT.	DEADLINE
Develop a comprehensive approach and theory of change to promote well-being of whole populations; prevent mental health conditions; ensure access to quality services and support, inclusion and fulfilment of rights for people with mental health conditions and psychosocial disabilities	ISD	2019
Strengthen internal skills, knowledge and expertise to ensure we have the right foundations needed to scale up on mental health	ISD	2023
Commit to focused action to provide inclusive and accessible mental health and psychosocial support (MHPSS) for children and adults in conflict and emergencies. We will include MHPSS in education in emergencies investments and will convene a permanent donor group on mental health and psychosocial support in humanitarian settings (addressing the needs of children and adults).	CYED/ CHASE	2023

MAINSTREAMING: DISABILITY INCLUSION ACROSS DFID

Outcome: DFID's programming, policy, influencing work and internal systems support people with disabilities. **We will:**

DELIVERABLE 1 <i>Mainstream disability inclusion across all DFID business units through the minimum and high achievement standards</i>		
ACTIONS	LEAD DEPT.	DEADLINE
All business units will meet minimum standards in 2019	All Units	2019
Four country offices will meet high achievement in 2019, twelve in 2020 and sixteen by 2023	Country Offices	2023
Provide training on disability awareness and inclusion , and support business units with guidance, tailored support and country visits	ISD	2019
Use the Washington Group question sets as the tool for disaggregation and update monitoring and evaluation where feasible	ISD	2019
Increase the share of Single Departmental Plan results that can be disaggregated by disability status up from the Sept 17 baseline of 5%	ISD	2023
Advocate for and support use of the Washington Group questions for disaggregation where we support national censuses, surveys and administrative systems	Country Offices	2023
Set out our support to health systems including people with disabilities as part of addressing the 'Leave No One Behind' agenda in the forthcoming Health Systems Strengthening Position Paper.	HDD	2023

DELIVERABLE 2 <i>Living Our Values</i>		
ACTIONS	LEAD DEPT.	DEADLINE
Communicate to suppliers the expectation that they demonstrate their commitment to disability inclusion and technical understanding and the importance of consulting and engaging with people with disabilities throughout programme interventions	PCD	2019
Include disability considerations into guidance on Terms of Reference, evaluation criteria and sourcing strategies and require all suppliers to demonstrate disability inclusiveness characteristics	PCD	2019
Publish a People Strategy which will include our plans over the next 3 years to recruit, retain, and recognise the skills and talents of all our staff, including those with disabilities	HR	2019
Review progress as a Disability Confident Leader every six months, with action integrated into our Diversity and Inclusion workplan	HR	2023

Improve support staff with disabilities internally and through the Civil Service Workplace adjustments service , including assistance and provision of tailored technology such as screen readers, touch screens, and voice recognition software	HR	2019
Support Civil Service Diversity Internships and internships from Leonard Cheshire Disability , and facilitate the same targeted advertising for those with disabilities in our locations around the world as we do in the UK	HR	2019
Benchmark ourselves against the “Thriving at Work” standards , the ‘mental health core standards’ that all employers can adopt to better support the mental health of their staff	HR	2019